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Personal from the Administrator

"Hello" to the AMS Family —

This opportunity to visit with all members of the AMS family is an unexpected pleasure. The only earlier copies of the *AMS Report* I had seen were either bidding farewell to old friends or welcoming newcomers. But then came the invitation, "Did I have something I wanted to say to our AMS family?"

Indeed I do! First, I am very pleased and proud to be part of the AMS team. And I say that after having completed more than two months. The surprises (and there have been some) have all turned out to be exciting, rewarding experiences. For example, presenting our new \$100 million budget to the Secretary and committee the second day on the job was a challenge. But what better way is there to learn of the major programs of work of this Agency? And what a way to find out how great your administrative support staff is!

And that leads me to this next point. I am impressed, truly impressed, with the quality and professionalism of our staff—and at all levels. Of course my orientation sessions with each division permitted me to primarily meet the Washington staff. But by now I've reviewed enough of our work to know that I'll find quality in our field staff as well. I consider this essential for this is where the action is. This is where AMS meets the public it serves, the people and industry we regulate. This is where accountability really begins. So to you teammates in the field, thanks. But keep alert on that front line!

And now let me share with each of you some concerns I have. We are a family and as such have our problems and weaknesses. Let's recognize them and together build for strength.

First, no agency loses three of its top management staff without facing a time of adjustment. The departure of Administrator Peterson, Associate Administrator Blum and Deputy Administrator for Management Bartlett has certainly had an impact on this Agency. I now sense this perhaps more than anyone. But how grateful I am to have had Deputy

Administrators Bill Walker and Irv Thomas to guide us during the August period and to John Blum for being willing to share a few additional weeks during this period of transition. We are proceeding with care and caution in filling our remaining key management positions.

News stories from across the country continue to remind us that one of our major programs faces a situation unmatched in its history. Much of our time and attention has been directed toward corrective action. And it's working. In New Orleans, for example, our dedicated staff in grain inspection recognizes that the thousands of barges, trucks and rail cars must be unloaded and the oceangoing vessels filled. The grain must move. And yet sweeping changes in the private inspection program must be accomplished. It will be done for there are men and women on the AMS team who have pledged themselves to achieving this objective.

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HAPPY HARVEST!



So often I have seen adversity used as a positive force for constructive change. I truly believe this will be the case in our national grain inspection program. I just pray that diligence on your part and mine will wisely direct us to other areas of change when needed in our

broad marketing work and that such change will be achievable.

These are only a few of the things I wanted to say to you. There will be more later. For now may I close with a special word of thanks to all for the warm reception granted me. You're a great gang! □



From Personnel

Time for Flexitime?

Flexitime, the subject of several bills presently before the Congress, could be big news for federal employees. Let's take a look at what it is, and what it means to you as an AMS employee.

Flexitime is a proposed system to schedule work hours under an expanded time frame that departs from the rigid "9 to 5" standard. The Bill was introduced at the request of the Administration by Congressman David Henderson (N.C.) on July 30. Hearings have been completed but the findings have not yet been reported to the full Post Office and Civil Service Committee.

Flexitime has several variations. One of the more popular is spreading the workday over a 12-hour period, instead of the current eight. Employees would be required to be on the job during certain specified hours known as "core time". Outside of core time they would be free to choose their own working hours. Thus the workday could be from 6 a.m. to 6 p.m., with a five-hour core time from 10 a.m. to 3 p.m. when everyone would be on duty. The other seven hours of the workday would be flexitime; employees could choose the three hours that best suit them to complete the eight-hour day.

Although flexitime could have many other variations, including the four-day workweek, the 12-hour flexible workday seems the version likely to be selected for most federal employees.

Proponents of flexitime see many benefits. For one, it would allow them to adjust their work hours to their own rhythm of life. "Morning people" and "night people" could set their own pace.

Bumper-to-bumper rush hour tie-ups would be lessened.

Shopping, recreation, education, family and social activities would be easier to arrange.

Child care could be provided by working parents for a longer part of the day, including before and after school. Federally-employed handicapped or elderly persons could select non-rush hour schedules that would minimize or eliminate their commuting problems.

On the other side of the issue are the labor unions. One of their prime objections is the individual's option, which is being suggested, to waive overtime when working more than eight hours in a given day. The Henderson Bill would put practical limitations on compensatory time and overtime if an individual chooses to complete his 40 hours in a shortened workweek.

This does not mean that overtime would be eliminated from the federal service; regular and essential overtime would continue as now.

Since flexitime was first used in Germany in 1967, it has spread to France, Italy, England, Switzerland and Canada. If the legislation before Congress is enacted into law, a three-year trial program will be set up that will make flexitime a reality for many federal employees in the United States.

We do not know yet which federal agencies will be selected to use flexitime during the trial period; if the pilot program is successful flexitime would be expanded throughout the federal government. Future significant developments in the flexitime issue that affect AMS employees will be discussed in this column to keep you up-to-date. □



Photos by Lester Shepard

Dr. Torgerson Leaves AMS Becomes Administrator, FCS

In an interview at this time in his life, Dr. Randall Torgerson could have steered the discussion in either of two ways. He could have emphasized the good-byes, since the occasion was his leaving his Staff Economist job in AMS, a position he has held for close to two years. Or he could have speculated on his new appointment, his hopes, and his goals as the Administrator of the Farmer Cooperative Service.

But it's not that way for Dr. Torgerson, because both positions are, after all, different emphases on the one subject he really wants to discuss and to which he is totally devoted—agriculture. Agriculture, and more specifically its economics, is Dr. Torgerson's vocation and avocation. At 36 he has written two books—one a case history of the Agricultural Fair Practices Act, and the other entitled, "Farm Bargaining: A Case Study on the Evolution of Bargaining As A Method of Price-Determination in the Scandinavian Countries"—and has had a career straddling the academic and bureaucratic worlds.

Dr. Torgerson originally came to USDA, from an associate professorship in agriculture economics at the University of Missouri, under a two-year special assignment, from which AMS traditionally draws its staff economists. His background is all agriculture: summer farm experience as a youngster in Manitowoc, Wis.; a B.A. in agriculture economics from the University of Minnesota at St. Paul, and an M.S. and Ph.D. in the same subject from the University of Wisconsin. When he was "between degrees," in 1965-66, Dr. Torgerson was a Fulbright graduate fellow at the Agricultural College of Norway.

Although his background so heavily favors studies, Dr. Torgerson candidly admits he is now playing no favorites and intends "to have a career shifting between academia and government work . . . I haven't gotten Potomac fever yet."

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The ivy-covered walls of the campus or the granite monoliths along the Potomac are not important. Agriculture is. And when it comes to discussing his subject, Dr. Torgerson is not given to glossing the problems, whether bureaucratic or otherwise, with a patina of cozy and worn rhetoric.

Dr. Torgerson thinks AMS is "a very invigorating agency to work for." As he speaks it becomes evident that "invigorating" is a restless term, one filled with outlook, with things that "could be done," with "opportunities" for providing leadership within the marketing system.

Dr. Torgerson sees in AMS a "tremendously great underdeveloped potential," and he strongly advocates that the agency extend itself to explain its complex programs. He hopes that he has helped to direct that potential during his AMS tenure.

"I hope," Dr. Torgerson said, "that I've created an awareness of some major structural changes that have occurred in farm markets and the need for AMS programs to adapt to these changes, and to stay current with the needs of an evolving marketing system."

One AMS program that Dr. Torgerson feels needs updating is market news. For a long time, he said, market news "has played second fiddle to other programs, and in the process hasn't kept up in its reporting

activity with some major changes, such as the increase in contracting and direct sales arrangements."

Through the Market News Functional Committee, of which he was a member, some research programs were begun with ERS "for improving reporting efforts and making them current."

Dr. Torgerson has vigorously promoted AMS' use of the research services available from ERS and ARS. One of his proudest efforts has been "to improve communications through liaison work with the basic research arms of the Department, ARS and ERS.

"I think," he continued, "that we've developed ERS relations to the point where now they are the best they've been in several years."

An outgrowth of that relationship has been "recognition, both within AMS and the ERS research establishment about the need for innovation in pricing mechanisms for farm products and a recognition of the institutional obsolescence of many of these (pricing mechanisms) presently in existence."

Dr. Torgerson feels that AMS offered him first-hand involvement in practical marketing programs and that in itself has made his brief stint in the agency worthwhile.

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"University people tend to get somewhat specialized and caught up within their research boundaries," he said. "This agency has a very broad contact in administering its approximately 35 statutes. AMS has provided me the opportunity to get involved in all phases of regulatory activities on a cross-commodity basis . . ."

He seems to see his position in FCS, where he succeeds Dr. Ron Knutson, who is now teaching economics at Texas A&M University, as another step in his agriculture experience.

Dr. Torgerson is especially pleased that he will have the chance there to serve FCS' "unique clientele," 7700 farmer cooperatives throughout the U.S. He is already zeroing in on that agency's challenges and is anxious to meet them.

"These cooperatives are under attack as an easy target by various groups protesting high food prices, and by competitors who resent the economic effects of competition from co-ops. Our biggest immediate challenge," Dr. Torgerson said, "is to promote an understanding of the manner in which co-ops enhance competition and at the same time assure farm operators access to markets."

"FCS is probably the most farmer-oriented agency in USDA. I hope to continue that contact . . . and at the same time be a vigorous promoter of co-ops as an economic tool in the marketplace for farm operators."

Dr. Torgerson's successor in AMS is not yet known, but the outgoing Staff Economist said his old office will be expanding by 100 percent; a Department economist will be assigned the position for a two-year stint this winter. A second economist, from academia, will join AMS, also for two years, starting in the summer of 1976. □

"For Myself, Good Management Practice Is Entrusting Authority In Individuals"

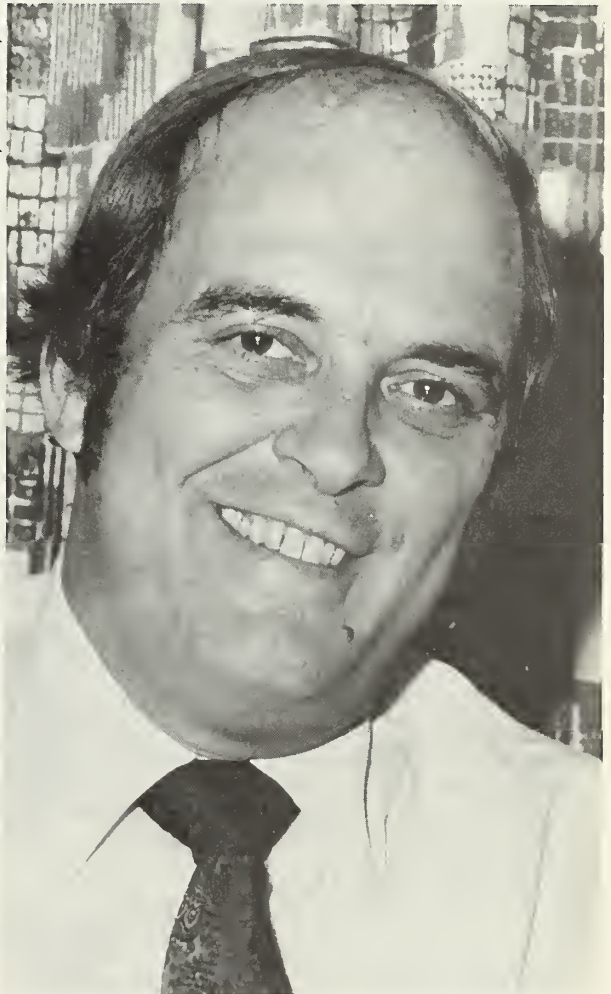
An Interview With Deputy Administrator Irv Thomas

Irving W. Thomas, 40, has been appointed deputy administrator for management, succeeding Richard P. Bartlett, Jr., who left AMS in July. Mr. Thomas said he feels "pretty good" about the appointment, and about his rise, since 1963, up the AMS management ladder.

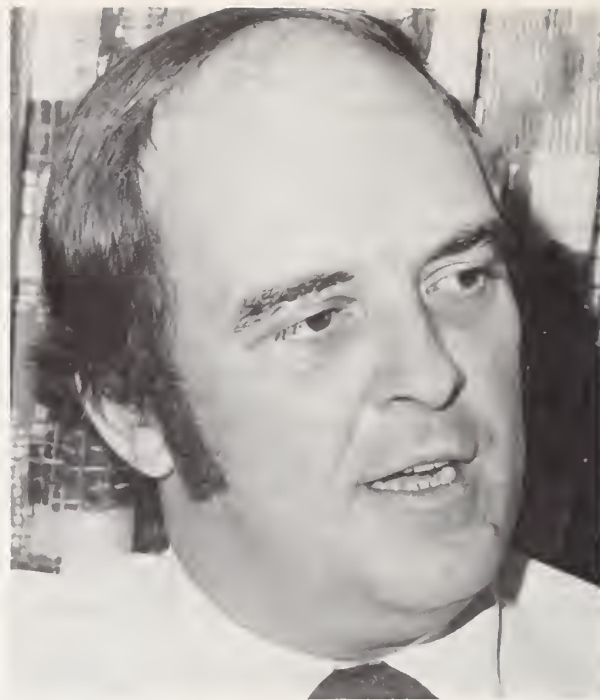
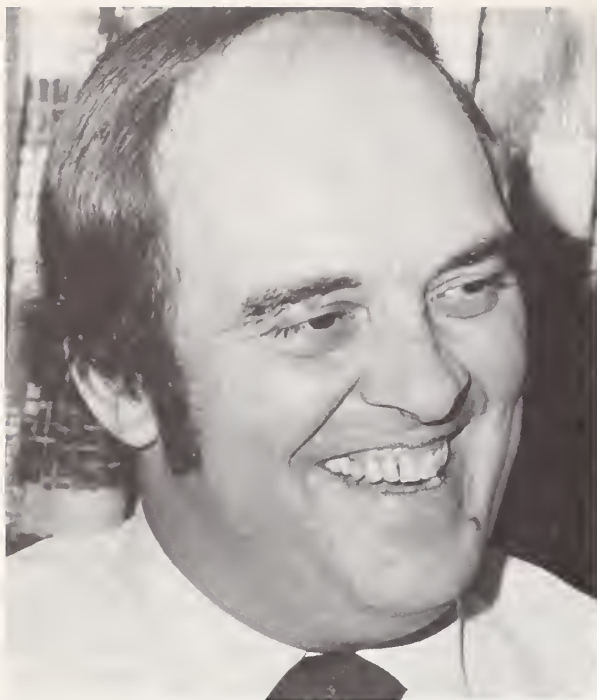
Mr. Thomas originally came to USDA, after graduation from the University of Maryland, as a staffing specialist in the Office of Personnel. Two years later he switched to AMS where he was a personnel management specialist in the Program Development and Evaluation Staff. Next came promotion to chief of the Employment and Qualifications Branch; then he was named deputy director, and later director of the Personnel Division.

In the past decade Mr. Thomas has encountered a variety of situations and problems that are at AMS' essence, its people, and has considered them in the context of general management practice. In a recent interview he discussed some of the serious issues

Photos by Lester Shepard



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Irv Thomas—Cont'd.

facing management everywhere, and other problems unique to the federal government and to AMS today.

Q. Mr. Thomas, with more than a decade of your career invested in AMS, and now with your appointment to the Administrator's Office, you must have seen the agency through some changes, and have strong feelings about it. How would you characterize AMS?

A. There are some things that I can identify with AMS since I came in 1963, things that I'd like to maintain. For one, I take a lot of pride in the fact that this agency has a lot to do with people. It's a human-type organization. In fact, 90 percent of the agency's budget goes to the salaries of its employees.

This agency has a reputation for being very interested in the preservation of the human dignity of its employees. This is a nebulous type of thing in some ways, but it's important to me and I hope to maintain it. People come first, machines second. Of course the direction your administrative support staff takes in this regard has to reflect the desires of the agency's top-line officials, and the Administrator.

Q. Mr. Thomas, how does the fact that the Administrator is new to AMS and the Office of the Administrator has been in a state of transi-

tion since the summer affect your role?

A. I will need more time to work closely with Administrator Wilkinson to see what his charter looks like. This will help me outline a more positive management program in AMS.

Getting things done in such a large organization, especially against something as big as USDA, is very complicated. I think I know how to work in this area and that's one way I can help the Administrator. Mr. Wilkinson hasn't been in the federal service, although his state work will help him. In short, I can offer historical perspective: sometimes when you're faced with a problem you need to know what happened five, maybe ten years ago.

Q. Are there any particular problems that AMS management is facing now?

A. One of the more difficult management problems today is the matter of integrity and the honesty of the federal employee. The recent cases of bribery have caused much consternation with agency people . . . (This is a part of) Watergate and its aftermath. I think that the taxpayer must wonder what he's getting for his tax dollars.

The Secretary wants action (in this matter) . . . We'll communicate with AMS employees about

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the expectations of their employer and the expectations of the American people as far as what both want in a professional civil servant . . . this is no little task.

Q. Does AMS face any other big management problem?

A. Yes—dollars . . . how to continue operating effective and efficient programs in a time when the President has called for a decrease in federal spending. This problem is accelerated in a time of inflation, what with higher salaries, higher reimbursements for travel, postage, etc., and just about anything we purchase.

Increased costs on one hand, with a desired

decrease in expenditures on the other is a pretty good management problem. I feel concerned with the general area. I think that the civil servant should consider himself responsive and responsible to the public . . . he should be the steward of the tax dollars the public has entrusted to him.

Q. Mr. Thomas, you're speaking in terms of the individual civil servant. Does this reflect your ideas on good management?

A. I don't have any panacea or secrets, or a one and only tried and true formula for successful management. There are all sorts of definitions of good management. For myself, good management practice is entrusting authority in individuals, not committees and groups. Committees are good in an advisory capacity—not for making decisions. □

Roll Up Those Sleeves;

Bloodmobile's on the Way!

If you're 17 and weigh 99 pounds, don't read this. However, if you're somewhere between 18 and 66, and weigh at least 110 pounds, please continue.

Earl Branche of the Dairy Division, who has succeeded retired Associate Administrator John Blum as chairman of the USDA Bloodmobile in AMS, reminds AMS employees in Washington, D.C., that they can give blood Dec. 17, 18, and 19.

To eliminate long lines, the Bloodmobile, a part of the Red Cross Blood Donor Program, comes to USDA five different times each year, three days per visit.

"The important thing about the program," Mr. Branche says, "is the fact that it covers one's whole family, everyone living in the home, including spouse, and children. The benefits also cover parents and parents-in-law, grandparents on both sides, and

relatives who are economically dependent upon the donor."

Those who donated blood while in USDA and their spouses remain under coverage in retirement. Mr. Branche also noted that all USDA employees are automatically eligible to receive blood as long as the Blood Donor Program continues at USDA.

As far as short-range benefits go, donors receive doughnuts and coffee, not to mention four hours of administrative leave—if necessary and authorized by a supervisor—on the day they give blood.

It may be hard to play catch-up to AMS' all-time achievers, but even Administrator Don Wilkinson, who

Continued next page—



Photos by Lester Shepard

Administrator Don Wilkinson (right) congratulates Don Werth, leading man among AMS blood donors. AMS Blood Drive Chairman Earl Branche, (left center), and Bill Conero, nearing

his 11th gallon, enjoy the occasion. Earl Branche reminds AMS employees that the Blood Drive is Dec. 17, 18, and 19.

Bloodmobile—Cont'd.

is working on his fourth gallon, says he is going to try. Mr. Branche is nearing his ninth gallon, but even that accomplishment falls short of 10-gallon certificate recipients: Bill Conero, who now has 10 gallons and three pints, and AMS' leading man Don Werth who is approaching his 12th gallon.

Both Mr. Conero, who is with the Communications and Operations Branch of the Administrative Services Division, and Mr. Werth, a marketing specialist in the Order Formulation Branch of the Dairy Division, began their donations during the World War II years.

The satisfactions from contributing to this program may be minimized in terms of doughnuts, coffee, and administrative leave, or they may be maximized in terms of helping one's fellow man.

Regardless of your emphasis, there's one reward that is right down the middle and it is purely practical: security for you and your family in case of emergency.

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DAIRY

● Administrator Attends Inspection & Grading Branch Meeting

Washington and field supervisors of the Inspection and Grading Branch met in Williamsburg, Va., Sept. 29 for a week-long review of current activities and discussion of future programs.

Administrator Don Wilkinson, who attended the opening session, said he appreciated the opportunity to meet with the Branch people, and resolved to develop this kind of direct liaison with all of the commodity divisions.

Besides a review of the Branch's activities last year and a forecast of program changes, the agenda included discussions of federal-state relations, and conflicts among the inspection policies of the Environmental Protection Agency, the Occupational Safety and Health Administration, and USDA.

Under discussion, too, were the Branch's laboratory testing program, plant inspection program, and resident and grade label programs.

In addition to these technical issues unique to the Branch, the supervisors also tackled a broader arena of management problems, such as manpower utilization, proper classification, and fluctuating workloads in the context of current Civil Service Commission employment regulations.

FRUIT AND VEGETABLE

● PPSI Meetings & Demos

The Processed Products Standardization & Inspection Branch continues active on the meetings and demonstrations circuit . . . Inspector **Dick Mier** gave a grading demonstration before a group of dietitians and purchasing agents representing three major hospitals in the Minneapolis-St. Paul, Minn., area. The hospitals buy their food and other supplies cooperatively and maintain their own warehouse . . . **Dick** also participated in a grading demo and training session for some sales trainees from the Aslesens Company of **Minneapolis** . . . **Harley Watts**, area officer-in-charge, Van Wert, Ohio, has met with purchasing officials of Ohio and Indiana to review new specs for fruit and

vegetable procurement. The state of Ohio is now buying USDA-inspected coffee and it's expected that Indiana will also have coffee specs finalized . . . The Van Wert Office was host recently to visitors from the H. J. Heinz Company of Pittsburgh, Pa.,—**Georgiana Halluin**, senior organoleptic test chemist and two assistants from the Heinz Quality Standards Lab. **Harley Watts** and Central Regional Director **Elton Hughes** reviewed samples of Heinz tomato paste, tomato puree, and tomato sauce, and evaluated the quality of these products using U.S. grade standards. The Heinz people were primarily interested in the grade factors of color and absence of defects. They also were interested in the film *Behind the Grade Mark* and want it shown to their sales personnel and general staff in Pittsburgh.

● South African Visitors

On Sept. 11 Willem Ehlers, producer's manager for the South Africa Dried Fruit Coop., Ltd., and Johan Jooste, technical officer for the Dried Fruit Board of South Africa, visited the Fresno, Calif., Processed Products Inspection Office. Ehlers and Jooste were anxious to learn about the inspection program for golden and seedless raisins under the federal marketing order. Inspectors **Ed Hoyt**, **Sam Shamshoian** and **Yoshiki Kagawa** reviewed the entire inspection program for them.

● Breed Collects Onion Truck Shipment Data

Darrell Breed, officer-in-charge, Newburgh, N.Y., Market News Office, is using a new statistical sampling technique developed by **Tom Nolan** of the Technical Services Division to collect truck shipment data from the large number of small Orange County onion growers. These growers ship as few as one to two loads per week—an estimated 20 percent of Orange County onions—on an irregular basis. Their shipments were previously unreported because of the impracticality of contacting small-scale growers each day . . . **Darrell** also attended a meeting of the Ulster County, N.Y., Cooperative Extension Service where discussion revolved about the large percentage of smaller-than-normal apples in the bumper northeastern apple crop. **Darrell** said it was recommended that growers use selective picking methods, leaving the bulk of small apples in the orchard, because returns for such fruit

Division News

probably would not cover the cost of harvesting and marketing.

● Fling Reports Apple Truck Shipments

Gil Fling, officer-in-charge of market news, Kansas City, Mo., started reporting weekly truck shipments of Missouri apples for the first time in September. Missouri is an important source of apples for mid-western markets during the months of September and October.

● New Price Reports

Charlie Hackensmith, officer-in-charge of market news, Madison, Wis., issued a Wisconsin weekly cranberry f.o.b. report for the first time on Sept. 29. Wisconsin is second only to Massachusetts in cranberry production . . . The first f.o.b. report for eastern shore Virginia cucumbers was issued on Sept. 15 by **Bill Mapp**, Virginia state reporter in charge at Onley, Va. Virginia is a major supplier of cucumbers to eastern markets for the six-week period during September and October when production is declining in northern producing states and before Florida shipments resume. Bill is also furnishing eastern shore green bean information for the National Shipping Point Trends report.

● . . . And We Get Coverage

While on vacation relief duty at Yakima, Wash., **Tom Cooper**, officer-in-charge, Nogales, Ariz., initiated the taping of the entire Washington state f.o.b. report for broadcast twice daily on station KENE, Toppenish . . . **Bob Bussman**, California state reporter-in-charge in Stockton, recently began furnishing information on prices for local produce to radio station KSTN for daily broadcast.

● Tom Hill Is Host to Hospital Visitors

As part of their training 13 dietitian interns from the New York Hospital were taken on a tour of the Hunts Point Market, New York City, by **Tom Hill**. Tom put special emphasis on identifying fresh fruits and vegetables, and described to the group how market news reports can be useful in purchasing operations.

● Injunctions Issued Vs. Two Firms under PACA

Two U.S. District Judges, one in Washington, D.C., and one in Knoxville, Tenn., have issued permanent injunctions against two firms from operating without a valid Perishable Agricultural Commodities Act license. The injunctions were issued because both firms continued to operate in the produce business after USDA had suspended their licenses for violations under the PACA.

Assistant Chief of the Regulatory Branch **Eugene Carlucci** explained that should an injunction be violated the guilty party would not only be trespassing against the PACA, but would also be held in contempt of court.

The U.S. District Judge in Washington, D.C., issued a permanent injunction against **Bill Koustenis & Co., Inc.**, when Koustenis continued to conduct a produce business after USDA had suspended its license for failure to pay reparation awards. The company disregarded Department warnings that such activities violated the law. In addition to the injunction, the court called for a penalty assessment of \$1,150.

Clarence D. Cox, doing business as C&C Tomato and Produce Co., Johnson City, Tenn., was also enjoined from operating without a valid PACA license because he continued to operate in the produce business after his license was suspended. In addition to the injunction, the U.S. District Judge in Knoxville also issued a penalty assessment of \$750, plus court costs.

GRAIN

● Hunt Conducts Aflatoxin Seminar

Haward Hunt, grain technologist, assisted by **Tim Thomas**, Standardization Branch, conducted a four-day aflatoxin training seminar at Beltsville, Md; Oct. 6-9. Agricultural commodity graders attending the course were: **Pat Flanagan**, Phila., Pa.; **Cliff Riddle**, Toledo, Ohio; **Isaac Henry**, Mobile, Ala.; **A. Saenz**, Chicago, Ill.; and **Mack Manis**, Hyattsville, Md.

● Wiseman, Baxter Hold Seed Technologist Workshop

As part of the Seed Branch's program for training advanced seed technologists and standardizing seed

Division News

testing, **Elizabeth Wiseman**, Beltsville, and **Doris Baxter**, Sacramento, Calif., both botanist-seed technologists, conducted a seed technologist workshop in Logan, Utah. Twelve state and commercial seed technologists from six intermountain states participated in the August workshop. They performed purity and germination tests and identified western range grasses and other crops of the area.

● Visitors

Rod Hoffpauir reports that Dr. Harry B. Pfost, professor of grain sciences and industry at Kansas State University, Manhattan, visited the Lake Charles field office with two foreign and three American agriculture students. The group discussed grain sampling and grading procedures . . . **Stan Rollin**, commissioner, Plant Variety Protection Office, met on Sept. 16 with the new Israeli Agricultural Counselor, Eitan Israely, and with Mr. Israely's predecessor Gideon Cohen. They discussed the establishment of reciprocity between Israel's and the United States' plant variety protection system . . . On Oct. 2 **Lloyd McLaughlin**, Market News Branch, briefed three visitors from Spain: Dr. Carlos Diaz Eimil, technical secretary-general, and Dr. Julian Bry and Dr. Juan P. Martinez-Lavado, both from the Ministry of Agriculture. Lloyd explained field office logistics and how market news information is gathered and disseminated to users . . . Lee Adler, executive vice president of the California Grain and Feed Association, visited the Market News Branch on Sept. 26. Mr. Adler went to Washington, D.C. to discuss California grain market news activity and congressional interest in obtaining second class postage for market reports. He was also interested in guaranteeing continuity of the service now being performed . . . **John Marshall**, Inspection Branch, explained the Branch's role in grain inspection to a team of Philippine grain contractors, sponsored by the Western Wheat Association . . . On Sept. 18, **John Miller**, market news reporter, Chicago, explained market news activities to visitors from Japan, including specialists on agriculture machines, rice, farm management, and wheat and other cereals. John arranged for the group to tour the Chicago Board of Trade . . . The Ecuadorian Director of Agriculture, Mr. Nunez, met with **Delbert Davis**, Inspection Branch, and **Ken Swanson**, Standardization Branch, in Washington, D.C., on Sept. 17. Delbert and Ken

explained to Mr. Nunez the production, marketing, and inspection procedures for corn and rice.

● Leese Discusses PVP on TV

Bernie Leese, chief examiner of the Plant Variety Protection Office, appeared recently on USDA's TV Programs, *Down to Earth* and *Across the Fence*. Bernie discussed a U.S. visit by delegates from UPOV (International Union for the Protection of New Varieties of Plants) and U.S. reciprocity with other countries concerning plant variety protection certificates.

● Edwards Cuts Radio Tapes on Seed Laws

Clyde Edwards, chief, Seed Branch, has cut four radio tapes on seed laws for general distribution over networks . . . **Clyde** met with seed certification officials of the northeastern states Oct. 1 to review interpretations of the regulations under the Federal Seed Act applicable to certified seed. This meeting, along with the radio programs, is part of a major effort to develop better understanding of seed law regulations by state officials and the general public.

● Meetings

Hank Ikeda, Inspection Branch, attended the Ninth Biannual Wheat Utilization Conference in Seattle, Wash., Oct. 8-10. Before the meeting Hank visited commodity processing plants in Portland, Ore . . . **Bob Zortman**, field office supervisor, Inspection Branch, Mobile, Ala., met in Savannah with representatives of the Pillsbury Co., the Savannah Port Authority, and the Georgia Department of Agriculture concerning possible inspection of grain being exported out of Savannah . . . In early September, **Lloyd Brown**, Inspection Branch, Hyattsville, Md., and **Bobby Wright**, field office supervisor, Portland, met with state inspection personnel in Washington, Oregon, and Idaho to discuss the revised hop inspection procedures for dividing and combining sample cores, and to determine first hand the impact of these new procedures on the hop inspection program . . . **Orville Davidson**, field office supervisor, Moscow, Idaho, and

Division News

Lloyd Brown met in Moscow with Tom Drexel, assistant manager, Crites Seed Co., to discuss the possibility of developing a new dockage-determining procedure for thresher-run seed peas. This would more adequately meet the needs of the seed pea industry . . . **Bob Snyder**, plant variety examiner, Plant Variety Protection Office, attended the annual meeting of the American Society of Horticultural Sciences in Honolulu, Hawaii, Sept. 8-13 . . . **Ken Evans**, plant variety examiner, attended a Grass Breeders Conference, Sept. 11, in Minneapolis, Minn. Ken held a discussion and Q&A session on objective description forms for ryegrass . . . **Jerry Cotter**, head, Grain Inspection Section, Inspection Branch, participated in a meeting of the Agricultural Association Executives' Council, Sept. 22 and 23. Discussion centered on current topics concerning today's agricultural situation.

● Correction

Oops-sorry! The second sentence of the picture caption on p. 7 of the September *AMS Report* should have read: "From left: *Darwin Green* (Agricultural Commodity Grader), Kansas City; *James Crean* (ACG), Kansas City; Deputy Administrator *Bill Walker*; *Charles Marshall* (ACG), Kansas City; and *Carolyn Bevers* (ACG), Fort Worth." Apologies to all readers, but especially to James Crean and Charles Marshall.

LIVESTOCK

● **Rufus Huggins**, assistant main station supervisor at Omaha, Neb., died Sept. 23. He joined the Meat Grading Branch at Philadelphia, Pa., in 1958 and worked at South St. Joseph, Mo.; New York City; Newark, N.J.; and Des Moines, Iowa. Rufus had been at Omaha since 1972.

● Record BCDS Carcass Data Collected

The Meat Grading Branch collected and processed carcass data on more than 3,000 cattle officially eartagged under the Beef Carcass Data Service (BCDS) program during August—nearly double the quantity of data collected in August 1974 and more than any other single month since the program began in September 1972.

Over 112,000 BCDS eartags have been distributed to 32 cooperating cattlemen's and agricultural groups.

These groups in turn distribute the eartags to producers and feeders. Meat graders evaluate the carcasses of BCDS-eartagged cattle and record the quality grade and other value-determining characteristics. The data is then sent to the tag purchaser. To date, carcass data has been collected on approximately 25,000 cattle.

Interest in the BCDS continues at a high level, one indication being the numerous requests for the 16mm color film "*The Connecting Link*," which describes the BCDS in detail. Over 50 requests for loan of this film have been handled by the Washington office, with additional requests reported by field offices throughout the country.

● Columbus Expands Radio Broadcasts

The Columbus, Ohio, Market News Office, headed by **Clay Thompson** has added four new radio broadcasts daily to its schedule, increasing public dissemination of livestock market information. Two of these broadcasts are over WRFD in Columbus, the second largest farm station in Ohio. Clay and Ohio state reporter Rod Stephens voice two other broadcasts daily from Columbus and furnish information directly to stations across the state for an additional 54 daily broadcasts.

● Video Tape: New Training Aid

In a joint Livestock-Personnel Division pilot project to test the feasibility of using video tape as a training aid, Standardization Branch specialist **Curtis Green** was filmed demonstrating the correct procedure for breaking down a beef round into component cuts according to the Institutional Meat Purchase Specifications (IMPS). The video tape was made at Ohio State University (Columbus), Sept. 11-12. **Ray Holmes** of the Personnel Division's Employee Development Branch coordinated and directed the taping sessions. This was the first time AMS used video tape as a training aid, and the project will be evaluated by other divisions for future use.

● Roddy Discusses Market News Program

Donald Roddy, livestock market reporter at Clovis, N.M., explained the livestock market news service to approximately 155 New Mexico home economics teachers visiting the Clovis livestock auction market. The visit was part of the teachers' 1975 Vocation Home Economics Teachers Conference.

Division News

POULTRY

● The Division reports with sadness the death of **Maurice L. Olson** of Marysville, Wash., on Aug. 10. Maurice had served as an agricultural commodity grader with the Grading Branch for more than 24 years.

● Uniform Poultry Grading Stressed

Jim Skinner, national supervisor, worked with Grading Branch personnel on uniform application of grade standards in several plants on the Delmarva peninsula, Oct. 28-29. At a Holly Farms plant in Temperanceville, Va., were—



left to right, seated: *Dorothy Berry*, resident grader; *Henry Weaver*, federal-state supervisor, Trenton, N.J.; and *Henry Binnix*, assistant regional director, Philadelphia, Pa.; standing: *Charles Walker*, grader-in-charge; *Donald Niebuhr*, assistant chief, Grading Branch, Washington, D.C.; *John Kane*, state supervisor, Harrisonburg, Va.; and *Jim York*, regional director, Philadelphia, Pa.

● Kennett to Poultry and Egg Meeting

Director **Connor Kennett** discussed the Egg Research and Promotion Order at two industry meetings in October: the Dixie Poultry Exposition in Asheville, N.C., and the National Egg Company annual meeting in Atlanta, Ga. The Director also attended the National Broiler Council meeting in Washington, D.C., Oct. 1-3, along with other Division members.

● Grading Branch Works With Defense on Procurement

Grading Branch personnel and inspection and procurement officials of the Defense Personnel Support Center got together in Philadelphia, Pa., on Sept. 3. Topics of interest were mutual problems they had encountered during the year and proposed changes in military purchase specifications for poultry and eggs. (Branch personnel frequently examine product for acceptance on military contracts; these annual meetings have led to improved cooperation and a better understanding between the agencies.)

Those attending from the Grading Branch in Washington included **Don Niebuhr**, assistant chief; **Bob Anderson**, national supervisor/egg products; **Jim Skinner**, national supervisor/poultry; and **Joe Beck**, national supervisor/shell eggs. **Henry Binnix**, assistant regional director, Philadelphia, also attended.

● Santo and Swearngin Participate in Seminar

Frank Santo, regional director of the Grading Branch, and **Ralph Swearngin**, federal-state supervisor, both of Des Moines, Iowa, discussed shell egg grading and surveillance at an Egg Marketing Seminar in Mason City, Iowa in late September. Also there was **Charles Godfrey**, officer-in-charge of market news, Des Moines.

The Seminar was sponsored by the extension services and egg associations in Iowa and Minnesota.

● Shop Talk

Standards for egg breaking machines and shell egg washers were discussed at an E-3-A Sanitary Standards Committee meeting in St. Louis, Mo., Oct. 6. **Merlin Nichols**, assistant chief, Standardization Branch, attended, along with representatives from the egg industry, egg products equipment manufacturers, and state sanitarians . . . **Merlin** also spoke at the Egg Products Quality Control School, Iowa State University at Ames, Oct. 7-9, on "E-3-A Sanitary Standards of Processing Equipment Design."

● Nichols to Research Council Meeting

Merlin Nichols, participated in the Poultry and Egg Institute's Research Council meeting in Chicago, Oct. 15-17. The Council developed recommendations for research which were sent to state universities, USDA research laboratories, and the industry.

Division News

● "Time for Decision"

It was "Time for Decision" when the Northeastern Poultry Producers Council met in Hershey, Pa., Oct. 21-23. Among the decision-makers attending from the Division were **Dick Gulich**, chief of the Standardization Branch; **Betsy Crosby**, home economist; and **Dick Shockley**, federal-state grading supervisor, Harrisburg, Pa. The Division's revitalized marketing services exhibit and a leased wire machine—in operation—were displayed.

Dick and Betsy and Dick report that the "Time for Decision" theme centered on the transportation outlook for eastern agriculture, the agribusiness outlook for '76, and poultry health.

Howard Helmer, the American Egg Board's omelet king, performed one of his famous demonstrations.

● Update on Uniform Poultry Grading



Standing, left to right: Tom Cloud, resident grader, and Fred Pierce. Seated: Don Taylor and Dean Yancy.

Jim Skinner, of the Grading Branch conducted an on-site grading exercise in Arkansas the week of Oct. 20. Jim worked with **Vernon Lowder**, federal-state supervisor, Little Rock, and his assistants **Dean Yancy** and **Fred Pierce**; **Dale Shearer**, regional director, Chicago, Ill., and his assistants **Don Taylor**; and **Ezra Walker**, supervisory agricultural commodity grader, Texas.

INFORMATION DIVISION

● Food Alert Reaching Out

The Division's new project, offering the monthly *Food Marketing Alert* in camera-ready form for printing to weekly and small daily newspapers, is paying off. More people throughout the country now have access to this information.

Once set in newspaper-style type in a two-column format, the copy is more attractive to papers that are printed by offset reproduction. Expansion of this project into four AMS Information regions follows a pilot run for several months in the southwest, carried out by the Division's Dallas office. A report from **Herb Jackson** of the Chicago office, indicates the Division's encouragement with the results so far. By early October, Herb says 725 newspapers in the midwest had asked to receive the new service regularly. As he states it, "This 33 percent return isn't bad when you consider that many papers are quick to turn thumbs down on most camera-ready offerings . . . it speaks well for the attractiveness of the material we're offering as well as its consumer appeal."

Personnel Actions

RETIREMENTS

Dairy

Rachael R. Borton, clerk-typist in the Columbus, Ohio, Milk Market Administrator's Office, retired Aug. 15 with over 23 years of service.

Harry Carl, milk sampler-tester, also in the Columbus, Ohio, Milk Market Administrator's Office retired Aug. 29 with nearly 25 years of service.

Walter Leland, agricultural commodity grader (ACG) in the Minneapolis, Minn., inspection and grading (I&G) regional office, retired Sept. 12 with 19 years of service.

Fruit and Vegetable

Julia Boyette, (ACG), Processed Products Standardization and Inspection Branch, Winter Haven, Fla., retired after nearly 20 years of service.

Personnel Actions

Livestock

Jewel M. Brooks, meat grader at Laredo, Tex., retired Sept. 27 after more than 28 years of federal service. Jewel joined the Meat Grading Branch at Austin, Tex., in 1951 and subsequently worked at Sweetwater, Ft. Worth, and Houston—all in Texas. He transferred to Laredo in 1974.

Ollie F. Bramlett, clerk-typist in the consolidated office at Indianapolis, Ind., retired on disability Aug. 27 after more than 22 years of federal service. Ollie entered on duty in that office in September 1972.

WELCOME

Cotton

Catherine J. Higgins, administrative assistant, Washington, D.C.

James D. Wessinger, cotton technologist, Cotton Testing Laboratory, Clemson, S.C.

Dairy

We welcome the following employees:

James M. Biss, auditor-trainee, Chicago, Ill., Milk Market Administrator's Office.

Gene Copsey, clerk-typist, Washington, D.C., Market Information Branch.

Patricia Hink, clerk-stenographer, Washington, D.C., Order Formulation Staff.

Linda L. Holmes, card punch operator, Dallas, Tex., Milk Market Administrator's Office.

Phillip A. Hussey, milk sampler-tester, Atlanta, Ga., Milk Market Administrator's Office.

Cheryl A. Jackson, clerk-typist, Overland Park, Kan., Milk Market Administrator's Office.

Nancy L. Mauro, clerk-typist, Houston, Tex., Milk Market Administrator's Office.

Jim B. Mercer, auditor-trainee, Atlanta, Ga., Milk Market Administrator's Office.

Phillip O. Pegg, computer specialist, Alexandria, Va., Milk Market Administrator's Office.

Jeffrey M. Powell, milk sampler-tester, Indianapolis, Ind., Milk Market Administrator's Office.

Jackie Salmeron, clerk-typist, Chicago, Ill., Inspection & Grading (I&G) Regional Office.

Catherine Sipler, secretary, Phoenix, Ariz., Milk Market Administrator's Office.

Sara P. Smith, clerk-accountant, Atlanta, Ga., Milk Market Administrator's Office.

Anne B. Strobel, administrative assistant, Alexandria, Va., Milk Market Administrator's Office.

Donald Weeda, clerk-typist, Chicago, Ill., (I & G), Laboratory.

Keith Zeigler, auditor trainee, Chicago, Ill., Milk Market Administrator's Office.

Livestock

Clinton T. Lineberry, meat grader, returned to duty at Sioux City, Iowa, Sept. 21. A member of the June 1967 trainee class, he worked for the Wool and Mohair Laboratory at Denver, Colo., before taking a leave of absence in 1973 to join the Peace Corps.

Poultry

James A. Derby, market news reporter (trainee), San Francisco, Calif., Sept. 14.

Michael D. Goff, student aide, Grading Branch, Chicago, Ill., Sept. 28.

Information

Maureen Steventon, Public Information specialist, returned to the Information Division in September. She had worked in AMS Information from August 1970 to January 1972. Maureen now has an M.A. in Mass Communication from the University of Minnesota. Her "beat" is the Livestock Division.

RESIGNED

Livestock

Jim Cunningham, administrative staff assistant in the Washington Meat Grading Branch, resigned Sept. 12 to try his hand at farming in Arcola, Ill. Jim was a member of the March 1971 trainee class.

Linda Grey, secretary in the Washington Meat Grading Branch, resigned Oct. 1.

Poultry

Peter Ackermann, agricultural commodity grader, Moorpark, Calif., Aug. 30.

Eleanor D. Hutchinson, secy-typist, Grading Branch, Chicago, Ill., Sept. 27.

Rosalie E. Rand, clerk, Market News Branch, Newark, N.J., Aug. 16.

TRANSITION

Fruit and Vegetable

Patricia Buckler, clerk-stenographer, transferred Sept. 29 from the Vegetable Branch, Washington, D.C., to the Market News Branch in Denver, Colo.

David L. Priestler, ACG, Processed Products Standardization and Inspection Branch, Detroit, Mich., to Cleveland, Ohio.

Personnel Actions

Livestock

Market News

Robert Miles - Dodge City, Kan., to Memphis, Tenn.

Meat Grading

Richard Bloom - Kansas City, Mo., to Chicago, Ill.

Steve Bright - Hereford, Tex., to Laredo, Tex.

Luke M. Etheredge - Denver, Colo., to Amarillo, Tex.

Gerald J. Fontenot - Amarillo, Tex., to Dumas, Tex.

Raymond Fuller - Yerington, Nev., to Stockton, Calif.

Carl Miller - Denver, Colo., to Booker, Tex.

Donald Powers - Amarillo, Tex., to Yoakum, Tex.

Poultry

Johnnie H. Adkins, ACG, Santa Ana to Moorpark, Calif., Sept. 28.

Paul Coughlin, ACG, Oakland, Calif., to Waco, Tex., Sept. 29.

Mary H. Crow, ACG, Flowery Branch to Gainesville, Ga., Sept. 28.

Thaddeus Crowell, ACG, Forest to Morton, Miss., Sept. 14.

Johnny J. Freeman, market news reporter, Des Moines, Iowa to Atlanta, Ga., Sept. 14.

Hillary Gardley, Jr., ACG, Newborn to Social Circle, Ga., Sept. 14.

Dorris M. Greco, ACG, Denver to Parker, Colo., Sept. 14.

Danny L. James, ACG, Arlington to Savoy, Tex., Sept. 14.

Fannie Jeffers, ACG, Morton to Forest, Miss., Sept. 14.

Vitold P. Killian, ACG, Pelahatchie to Jackson, Miss.

James P. Lynn, Jr., ACG, Eastman to Newborn, Ga., Sept. 28.

William Nazarenko, Jr., ACG, Keller to Arlington, Tex., Sept. 14.

Mary C. Parsons, ACG, Pelahatchie to Jackson, Miss.

Michael A. Richardson, assistant to federal-state supervisor, Grading Branch, Philadelphia, Pa., to Trenton, N.J., Sept. 28.

George J. Roshau, ACG, Social Circle to Gainesville, Ga., Sept. 14.

Richard K. Sands, ACG, San Diego to Lakeside, Calif., Sept. 28.

Lois F. Waight, ACG, Kansas City to Lees Summit, Mo., Sept. 28.

Mary L. Watkins, ACG, Waco to Bellville, Tex., Sept. 28.

Administrative Services

Bill Hauser, who has been head of the Records Management Staff, Paperwork Planning and Systems Branch for the past two years, has transferred to APHIS. There Bill is chief of the Administrative Service's Division Paperwork Management Branch.

PROMOTIONS

Cotton

William P. Cook, from cotton classer, Bakersfield, Calif., to supervisory classer, El Paso, Tex.

Fruit and Vegetable

J. Lewis Maness, assistant eastern regional supervisor, was promoted to head, Inspection Section, Fresh Products Standardization and Inspection Branch, Sept. 14.

Wilbur A. Whatley, assistant officer-in-charge, New York City Terminal Market, was promoted to federal supervisor for the state of New York, Sept. 28.

Technical Services

Suzanne Brooks, a senior management analyst in the Management Services Group since 1973 has been named group manager of the Automated Data Systems Group, located in Hyattsville. Suzanne replaces Delores Gresham, who has taken an automated data processing position with the Department of Transportation.

AWARDS

Cotton

Alma S. Pairmore, Memphis, Tenn., received a Quality Salary Increase for *continuing excellence in the performance of secretarial, statistical, and stenographic duties contributing greatly to the accuracy and timeliness of Spot Cotton Quotations and to the effectiveness of the Quotations Section.*

L. Janice Stephens, Lubbock, Tex., received a Special Achievement Award for *excellence of job performance and willing acceptance of responsibility beyond the scope of job requirements.*

Austin F. Waldroop, Altus, Okla., received a Special Achievement Award for *superior job performance contributing to the efficiency of the Cotton Classing Office, Altus, Okla.*

Charles E. White, Greenwood, Miss., received a Special Achievement Award for *superior performance of duties in connection with his assignment as field representative and cotton classer in the Greenwood, Miss., Cotton Classing Office.*

Charlyn S. Carrell, Altus, Okla., received a Special Achievement Award for *superior job performance contributing to the efficiency of the Cotton Classing Office, Altus, Okla.*

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